



**Lotus Los Angeles Corp. Annual EEO Public File
Report for the period August 1, 2019-July 31, 2020**

Statement of EEO Policy

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of Station(s) KWKW 1330AM AND KFWB 980AM.

Lotus Los Angeles Corp is an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and to ensure equal opportunity in employment and non-discrimination in all of its policies and practices, including the area of employment. We consider applicants for all positions without regard to race, color, religion, creed, gender, national origin, age, disability, marital or veteran status, sexual orientation, or any other legally protected status.

The Recruitment Sources are identified by number and listed (with contact information) in the following pages.

Full-Time Vacancies Filled During Reporting Period August 1, 2019 through July 31, 2020

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total No. Interviewed from All Sources
Board Operators (1 positions)	See Attached Recruitment (Source #1- 47)	Referral (Source #21, 26)	4
Account Executive	See Attached Recruitment (Source #1- 47)	Referral (Source #21,39)	6

Total number of persons interviewed during applicable period: 10

SUPPLEMENTAL RECRUITMENT MEASURES:

In addition to direct job vacancy announcements and hiring procedures, we complied with the initiative outlined in the 2002 EEO Rule Sec. 73.2080(c)(2) regarding supplemental recruitment activities. For this reporting period we participated in or conducted the following:

Activity/Description	Date	Staff Participant(s)	Sponsor / Initiator
<p>Menu Option #14 - Provision of training to management as to methods of ensuring equal Employment opportunity and preventing discrimination.</p> <p>Every month Lotus Los Angeles Corp. is having its EEO meetings in order to train its supervisors constantly the importance of non-discrimination as it relates to hiring and in the workplace. KWKW and KFWB provide and share the best practices for providing equal employment opportunities.</p>	8/1/2019-7/31/2020	James Kalmenson General Manager, EEO Director, Yolanda Magana, Business Manager, Juan Rodriguez, Program Director and Rebecca Posen, General Sales Manager	James Kalmenson, EEO Director
<p>Menu Option #14 - Provision of training to management as to methods of ensuring equal opportunity and preventing discrimination.</p> <p>The Lotus Communications Corp. Annual Managers' meeting was held November 5, 2019 through November 7, 2019 in Tucson, Arizona. A significant portion of the agenda was dedicated to our continuing effort to review and provided guidance and training to ensure equal opportunity and the prevention of discrimination.</p> <p>The Chief Compliance Officer held individual meetings with each manager reviewing and discussing on going efforts to provide equal opportunities for current and future job openings. All Menu Options were examined to determine their effectiveness and how to enhance the individual station Outreach program.</p> <p>The stations are encouraged to create Outreach campaigns that reach a diverse and significant segment of the community they serve. Even though it is now acceptable to meet your obligation to widely disseminate information about job openings solely through the use of online recruitment sources, Lotus requires every station unit to review recruitment lists and to inform those organizations that wish to be notified when job openings occur.</p>	November 5-7, 2019	Jay A. Levine, Sr. VP & Chief Compliance Officer	Tucson, Arizona

<p>A review of monthly EEO meetings were discussed. Lotus requires each station unit to conduct a monthly EEO meeting. These meetings are designed to review Lotus' Equal Employment Opportunity policy and the importance of non-discrimination as it relates to hiring and workplace environment. Discussions also include how the station can improve upon their Outreach programs with new creative ideas on how to reach their community.</p> <p>Additional discussions include Public Service Announcements and their Public Affairs programming.</p>			
<p>Option #6: participation in job banks, internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies);</p> <p>KWKW/KFWB uses California Broadcasters Association, Craigslist, , indeed, Southern California Broadcasters Association, UCLA Extension, California Lutheran website, KWKW/KFWB websites, Social Networks amongst other job banks and websites, job fairs and resources for all part time and full-time positions and vacancies.</p> <p>KWKW used the job banks for outreach for Full time On Air Talen/Board Operators, Account Executive</p>	<p>From August 2019 through July 2020</p>	<p>Outreaches were done for one full time position for board operator and Account Executive</p>	<p>Internet and Job bank postings</p>
<p>Option #1: <i>participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions;</i></p> <p>Lotus LA KWKW and KFWB were scheduled to attend various job fair event on March 8, 2020 at City of Burbank but was suspended on Due to Covid-19 Pandemic. – Emailed open Board Operator position to Eventbrite organizer and Burbank Workforce Connection</p>	<p>3/8/2020</p>	<p>Juan Rodriguez, Program Director Yolanda Magana-Business Manage</p>	<p>City of Burbank 8th annual Veterans Job Fair</p>
<p>Option #8: <i>Provision of training to management as to methods of ensuring equal employment opportunity and preventing discrimination</i></p> <p>Yolanda Magana-Business Manager attended a 1 day work shop and understands Employment Law Updates. The information packed event covered the issues, laws, practices and what California</p>	<p>11/12/2019</p>	<p>Yolanda Magana, Business Manager</p>	<p>Burbank</p>

business need to understand on the upcoming labor laws when hiring and firing employees. This seminar is a growing opportunity for Business Managers.			
<p>Option #9: Establishment of a mentoring program for station personnel</p> <p>Juan Rodriguez, Program Directed mentored and trained Board Operators: Ethel Colato to understand Programming various sporting events logs and more important be in compliance with FCC on air regulations.</p>	2/19/20-2/25/2020	Juan Rodriguez	KWKW/KFWB Internal Training
<p>Option #14: Provision of training to management as to methods of ensuring equal employment opportunity and preventing discrimination</p> <p>A Mandatory Prevention Course Training was assigned to all Lotus Business Managers on October 2, 2019 by HR Director and reminded everyone that Lotus Los Angeles Corp is committed to providing a positive work environment that recognizes and respects all of our employees. As part of our commitment to a safe and welcoming workplace, we are committed to providing harassment Prevention Training on an on-going basis to all Lotus employees, Online drivers training course, go over new hire process, US overtime rule effective Jan 1, 2020</p>	October 2, 2019	Melissa Frederick HR Director	Lotus Corp training
<p>Option #9: Establishment of a mentoring program for station personnel</p> <p>Thor Nelson-previous GSM mentored Ricardo Pastor in the sales department . Assisted Ricardo on sales calls and focus on coaching Ricardo to a long sales career with Lotus</p>	8/5-8/31/2020)	Thor Nelson-GSM	KWKW KFWB Internal Training

<p>Option #3: <i>Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities.</i></p> <p>Co-hosted Skirball Cultural Center Business Event and Job Fair was held at 2701 N Sepulveda Blvd, Los Angeles, CA 90049 on 8/28/2020</p> <p>This event was open to public. This Business event presented high profile speakers, Small Business Law, Content and Marketing and Motivational Speaker Entrepreneurs. Business/job fair was promoted on our sister station KIRN air through commercials, live mentions and live interviews. Also, KWKW promoted this event on their station. Small business owners attended this event to educate themselves on Business law and learn more about harassment and lawsuits preventions. Job applications were accepted on site .</p>	8/28/2019	<p>Yolanda Magana Business Manager</p> <p>Juan Rodriguez Program Director</p>	Skirball Cultural Center
<p>Menu Option 5: <i>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</i></p> <p>KWKW/KFWB & continue to assist Intern and help a university student whose major is in communication to learn necessary basic skills for broadcast employment.</p>	8/1-2019-7/31/2020	KWKW/KFWB Program Director	

RECRUITMENT SOURCES:

- Designates an entity requesting notification.

# Source	Recruitment Source: Name, Address, Contact Person, Telephone Number	Total Number Interviewees Provided by Source During Period	Full-time Positions for Which This Source Was Utilized
1	*Actors Work Program Phyllis Friedman 5757 Wilshire Blvd. #400 L.A., CA 90036 323-933-9244 323-933-7615 fax csorenson@actorsfund.org www.actorsfund.org	0	On Air Talent/Board Operator Account Executive
2	*Asian American Drug Abuse Dean Nakinishi 2900 Crenshaw Blvd. Los Angeles, CA. 90016 hr@aadapinc.org www.aadapinc.org 323-293-6284 323-295-4075 fax	0	On Air Talent/Board Operator Account Executive
3	*Asian American Study Center / UCLA Meg 3230 Campbell Hall L.A., CA 90024 310-825-2974 310-206-9844 fax meg@ucla.edu www.aasc.ucla.edu	0	On Air Talent/Board Operator Account Executive
4	*Asian Rehab Service Center Tom Chung 1701 E. Washington Blvd. Los Angeles, CA. 90021 www.asianrehab.org 213-743-9242 ext. 151 213-743-9266 fax	0	On Air Talent/Board Operator Account Executive
5	*Bulletin Board KWKW 3301 Barham Blvd. Suite 301 Los Angeles, CA. 90068 323-851-5959	0	On Air Talent/Board Operator Account Executive
6	*Cal State University at Chico Career Center 400 W. First Street #270 Chico, CA 95929 530-898-5253 530-898-4881 fax careercenter@csuchico.edu www.csuchico.edu/career	0	On Air Talent/Board Operator Account Executive

7	*California Broadcasters Association /CBA Joe Berry 915 L Street Suite #1150 Sacramento, Ca 95814 JBerry@yourCBA.com www.yourcba.com	0	On Air Talent/Board Operator Account Executive
8	*California Institute of Arts Amy Young 24700 Mc Bean Pkwy Valencia, CA 91335 661-253-7892 661-253-7872 careers@calart.edu www.calart.edu	0	On Air Talent/Board Operator Account Executive
9	*California Lutheran University: www.callutheran.edu	0	On Air Talent/Board Operator Account Executive
10	*California State University of Northridge (CSUN) Career Center Patricia Gainer 18111 Nordhoff Street University Hall Suite 105 Northridge, CA 91330-8241 www.csun.edu 818-677-5563 Direct Line 818-677-2878 General Office 818-677-4593 fax	0	On Air Talent/Board Operator Account Executive
11	*California Workforce Investment Board (Private Employee Agency) Douglas Sale 777 12th Street Suite 200 Sacramento, CA 95814 Receptionist cwibinfo@cwib.ca.gov www.cwib.ca.gov 916-324-3369 916-324-3068 fax	0	On Air Talent/Board Operator Account Executive
12	*Community Career Development Rhonda Rose 3550 Wilshire Blvd. #500 L.A., CA 90010 rrose@communitycareer.org www.communitycareer.org 213-365-9829 213-365-9839 fax	0	On Air Talent/Board Operator Account Executive
13	*Craigslist.com	0	On Air Talent/Board Operator Account Executive
14	CSULA / Job Juanita Arreola 5151 State University Dr. L.A., CA 90032 323-343-3000 323-343-3649 fax www.calstatela.edu	0	On Air Talent/Board Operator Account Executive

15	*CSUN/Dept. of Journalism Kent Kirkton 18111 Nordhoff Street Northridge, CA 91330-8241 www.csun.edu 818-677-3135 Direct Line 818-677-3438	0	On Air Talent/Board Operator Account Executive
16	*EDD (Public Employee Agency) Chris Garcia 12715 South Pioneer Blvd. Norwalk, CA. 90650 celiag@edd.ca.gov www.edu.ca.gov 562-929-9147 562-929-9168 fax	0	On Air Talent/Board Operator Account Executive
17	*Employment Development Department / EDD Monique Zahiri 15400 Sherman Way Blvd. #140 Van Nuys, Ca 91410 818-267-3347 818-781-3810 Fax Monique.Zahiri@edd.ca.gov	0	On Air Talent/Board Operator Account Executive
18	*Gain/Grow Division Los Angeles County Office of Education Nahid Moradi Career Development Program Specialist 6736 Laurel Canyon Blvd. , Suite #300 North Hollywood, CA 91606 P: 818-764-8312 F: 818-764-8320 Moradi_Nahid@lacoedu	0	On Air Talent/Board Operator Account Executive
19	*Glendale College 1500 N. Verdugo Rd. Glendale, CA 91208 818-240-1000 X5421 818-241-5455 fax www.glendale.edu/ses	0	On Air Talent/Board Operator Account Executive
20	*Hispanic Chamber of Commerce Victoria Palacio Mail@hcoc.org P: 714-953-4289	0	On Air Talent/Board Operator Account Executive
21	*In House referrals 3301 Barham Blvd. Suite 301 Los Angeles, CA. 90068 323-851-5959	6	On Air Talent/Board Operator Account Executive
22	*Indeed.co	0	On Air Talent/Board Operator Account Executive
23	*Jewish Family Services Los Angeles Mastaneh Moghadam mmoghadam@jfsla.org http://www.jfsla.org/	0	On Air Talent/Board Operator Account Executive

24	*Jewish Vocational Services / JVS Tali Lerea 22622 Vanowen Street West Hills, CA 91307 818-464-3222 818-501-7758 fax tlerea@jvsla.org www.jvsla.org	0	On Air Talent/Board Operator Account Executive Social Media Manager
25	*JVS Marina Del Ray Work Source Center Patti Howard Human Resources 13160 Mindanao Way, Suite 240 Marina Del Ray, Ca 90292 P: 310-309-6000 Ext. 210 F: 310-309-6032 phoward@jvsla.org	0	On Air Talent/Board Operator Account Executive Social Media Manager
26	*KWKW and KFWB websites: Radiodeportes.com 980lameramera.com	3	On Air Talent/Board Operator Account Executive Social Media Manager
27	*LA Family Housing Employment Fair Tony Jaramillo 7817 N. Lankershim Blvd. North Hollywood, CA 91605 818-371-6286 van_nuysws@yahoo.com	0	On Air Talent/Board Operator Account Executive Social Media Manager
28	*L.A.V.C. Job Resource Center 5800 Fulton Ave. Van Nuys, CA 91401 Patricia Guerrero guerreropt@lavc.edu Post jobs at: collegecentral.com/lavc 818-947-2334 818-947-2978 fax coop@lavc.edu www.lavc.edu	0	On Air Talent/Board Operator Account Executive Social Media Manager
29	*Los Angeles Pierce College Patricia Garcia 6201 Winnetka Ave. Woodland Hills, CA. 91371 818-719-6453 818-710-4124 fax jobcenp@piercecollege.edu www.piercecollege.edu	0	On Air Talent/Board Operator Account Executive Social Media Manager
30	*Los Angeles Valley College Tony Jaramillo 5800 Fulton Ave. Valley Glen, CA 91401 P: 818-947-2941 F: 818-947-2940 jaramiaj@lavc.edu	0	On Air Talent/Board Operator Account Executive Social Media Manager
31	*Mexican American Opportunities Human Resources / Araceli Cruz 401 N. Garfield Avenue Montebello, CA 90640 323-890-9600 323-721-9039 acruz@maof.org www.maof.org	0	On Air Talent/Board Operator Account Executive Social Media Manager

32	*NAACP P.O.Box 56468 Los Angeles, CA. 90056 323-397-1171 310-397-1179 fax Naacpla@sbcglobal.net www.naacp.org	0	On Air Talent/Board Operator Account Executive Social Media Manager
33	*National Hispanic Media Coalition 55 S. Grand Ave. Pasadena, CA 91105 P: 626-792-6462 F: 626-792-6051 info@nhmc.org	0	On Air Talent/Board Operator Account Executive Social Media Manager
34	*North Valley Occupational Center Nadia Diaz 11450 Sharp Ave. Mission Hills, CA. 91345 818-365-9645 ext. 330 818-361-9510 fax www.nvoc.org	0	On Air Talent/Board Operator Account Executive Social Media Manager
35	*Pacific Gateway Workforce Investment Network Cort Huckabone 3447 Atlantic Avenue Long Beach, CA 90807 562-570-4576 562-570-4551 fax corthuckabone@longbeach.gov www.pacificgatewayworkforce.com	0	On Air Talent/Board Operator Account Executive Social Media Manager
36	*Pacific Gateway Workforce Investment Network Harbor Work Source Center Negussie Zeleke 1851 N. Gaffey St. Suite #F San Pedro, CA 90731 P: 310-732-5700 F: 310-241-0798	0	On Air Talent/Board Operator Account Executive Social Media Manager
37	*Pars Equality Center Peyman Malaz, Program Manager, Pars Equality Center, Los Angeles <u>(818) 616-3091</u> 4954 Van Nuys Blvd., Suite 201 Sherman Oaks, CA 91403	0	On Air Talent/Board Operator Account Executive Social Media Manager
38	*Pars Equality Center Job Fairs Peyman Malaz, Program Manager, Pars Equality Center, Los Angeles <u>(818) 616-3091</u> 4954 Van Nuys Blvd., Suite 201 Sherman Oaks, CA 91403	0	On Air Talent/Board Operator Account Executive Social Media Manager
39	*LinkedIn	1	On Air Talent/Board Operator Account Executive Social Media Manager
40	*San Diego State University Angela 5500 Campanile Dr. San Diego, CA 92182 619-594-5450 619-594-7431 fax jmsdesk@mail.sdsu.edu		On Air Talent/Board Operator Account Executive Social Media Manager

	www.jms.sdsu.edu		
41	*Southern California Broadcasters Association (SCBA) Director of Events & Member Services 5670 Wilshire Blvd. #200 Los Angeles, CA 90036 tcallahan@scba.com P: 323-930-5598 F: 323-930-5595 www.scba.com	0	On Air Talent/Board Operator Account Executive Social Media Manager
42	*UCLA / Extension Sharon Kamiya 10995 Le Conte Avenue L.A., CA 90024 310-206-1902 www.career.ucla.edu	0	On Air Talent/Board Operator Account Executive Social Media Manager
43	*USC Annenberg School for Communication & Journalism Tim Burgess 3502 Wall Way #140 L.A., CA 90089 213-740-3912 213-740-8036 fax tburgess@usc.edu www.annenberg.usc.edu	0	On Air Talent/Board Operator Account Executive Social Media Manager
44	*Venice Skill Center Ojuana Marshall 611 5 th Avenue Venice, CA 90291 310-664-5889 310-392-3461 fax Ocm3009@lausd.net www.lausd.net	0	On Air Talent/Board Operator Account Executive Social Media Manager
45	*Verdugo Job Center (Public Employee Agency) Gail Jordan 818-937-8013 1255 South Central Avenue Glendale, CA. 91204 818-409-0476 818-409-0496 fax gjordan@ci.glendale.ca.us www.verdugojobcenter.org	0	On Air Talent/Board Operator Account Executive Social Media Manager
45	*Women at work 3871 E. Colorado Blvd. Pasadena, CA. 91106 626-796-6870 ext.17 626-793-7396 fax www.womenatwork.org	0	On Air Talent/Board Operator Account Executive Social Media Manager
46	*YWCA / Greater Los Angeles Margaret Brown 2501 W. Vernon Avenue L.A., CA 90008 323-295-4288 323-295-9178 fax Magaret.brown@ywcagla.org www.ywcagla.org	0	On Air Talent/Board Operator Account Executive Social Media Manager
47	*3 rd Annual Fall Classic Hiring Spree at Los Angeles City college Job Fair Los Angeles County Office of Education Gain/Grow division	0	On Air Talent/Board Operator Account Executive Social Media Manager

	1625 West Olympic Blvd. Suite 900 Los Angeles, CA 90015 P: 213-908-0831 F: 213-908-0843		